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30 June 1981

MEMORANDUM FOR: Director of Personnel

FROM : Deputy Director of Central Intelligence

SUBJECT : Follow-up on 6 May Executive Committee Session—  
Classification and Compensation of Language Specialists

REFERENCE : Memorandum from OPPPM (OPPPM 81-1685), dated 31 March 1981,  
same subject

1. After additional thought, I agree that we should reserve the Language Incentive Program (LIP) awards for those people who acquire and/or maintain language skills in addition to their primary and/or other responsibilities. I therefore concur with Harry Fitzwater's suggestion in the referenced memorandum that language specialists should no longer be eligible for LIP awards for fluency in the language or mutually intelligible languages for which they were hired. To ease the transition to this policy, I also approve the suggested one-time pay adjustment of a one-step increase for those language specialists presently receiving awards.

2. This decision in no way lessens the importance I place on language skills for the Agency. When appropriate, I would encourage managers to reward language specialists for exceptional performance through Q.S.I.s or other Agency achievement award programs.

B. R. INGRAM  
Admiral, U.S. Navy

cc: Executive Committee Members

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